

Introduced by Senators Ashburn and Perata

February 23, 2007

An act to add Section 11016.7 to the Government Code, relating to state agencies.

LEGISLATIVE COUNSEL'S DIGEST

SB 721, as introduced, Ashburn. State agencies: succession plans.

Existing law defines a state agency as every state office, officer, department, division, bureau, board, and commission.

Existing law prescribes the duties of state agencies with regard to, among other things, contracts, records, open meeting laws, reports, training, examinations, and rulemaking.

By January 1, 2010, this bill would require every state agency to establish and implement a succession plan, as defined. By January 1, 2012, the bill would require every state agency to report to the Legislature on the success or failure of the implemented succession plan, as specified.

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

- 1 SECTION 1. Section 11016.7 is added to the Government
- 2 Code, to read:
- 3 11016.7. (a) On or before January 1, 2010, every state agency
- 4 shall establish and implement a succession plan.
- 5 (b) On or before January 1, 2012, every state agency shall report
- 6 to the Legislature on the success or failure of the succession plan,
- 7 including, but not limited to, information on how the plan was

- 1 implemented, future expectations, and any recommendations for
- 2 corrective legislation, if necessary.
- 3 (c) For purposes of this section, “succession plan” means the
- 4 process of identifying and preparing suitable employees, through
- 5 mentoring, training, and continuing education, to replace key
- 6 managerial or supervisory employees as their tenure expires, for
- 7 reasons including retirement.